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in Texas government.



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MAY 2007

May 23 Luncheon

Stacy Zoern, *I Like to Run Too*

Joelyn Weeks, Program Director



Stacy Zoern, an associate attorney practicing civil litigation at the intellectual property law firm of Daffer McDaniel, will be the guest speaker at the May 23rd EWTG monthly luncheon. She will talk about her challenging journey in reaching her professional career and goals.

A desire to practice disability advocacy initially drew Stacy, who has spinal muscular atrophy and has never walked, to study law. Stacy holds a B.A. from the University of Texas, majoring in philosophy and psychology. She is also a 2005 graduate of the University of Texas School of Law.

Stacy recently published a book, *I Like to Run Too – Two Decades of Sitting*, a riveting memoir about growing up with

a disability and the differences between “she who sits and they who stand” while also emphasizing that people with disabilities have the same hopes, desires, and dreams as everyone else.”

We are extremely pleased and honored that Stacy Zoern can share her time with us at the May 23rd luncheon. Make your reservations now by emailing ewtg@ewtg.org or calling 512.248-2044. EWTG luncheons are scheduled on the fourth Wednesday of each month at the Austin Woman’s Club, 708 San Antonio Street.

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CALENDAR OF EVENTS



May 9 *May Mini-Course*
Carver Branch Library, 1161 Angelina,
at Noon. Topic: “Effective Meeting
Management.” Speaker: Carol
Lauder. For information and lunch
option reservations, contact
ewtg@ewtg.org or call 512.248.2044.

May 10 *Retirees Committee Meeting*
Bennigan’s, 7604 North IH 35 (just south of Hwy 183
on the west side of IH 35), at 5:15 pm. This monthly
meeting is open to any EWTG member who is retired or
who is interested in retirement issues.

May 10 *Dallas Affiliate Meeting*
The Dallas EWTG Affiliate meets on the second
Thursday of each month at the A.W. Harris Faculty
Club, 5323 Harry Hines Blvd, Dallas (214.688.2653).
The regular meetings begin with an informal social at
6:00 pm, followed by dinner and a business meeting
at 6:30 pm. The program begins at 7:00 pm. The cost
is \$20 per person. If you would like to receive the
Dallas Affiliate monthly email program announce-
ment, or to RSVP your attendance, please contact
Chris McDaniel at 817.792.7259 or email:
bossynursemom@netscape.net.

May 10 *Houston Affiliate Meeting*
The Houston EWTG Affiliate meets on the second
Thursday of each month, Noon - 1:00 pm, in a con-
ference room of the Elias Ramirez Building (5425
Polk St). The conference room location will vary, but
information will be posted each month, directing par-
ticipants to the proper room. This is a brown bag af-
fair, though beverages are provided. For information,
contact Rosa Wilks Broussard, Houston Affiliate
Chair, at 713.748.2816 or email:
rmbroussard@hotmail.com.

May 23 *May Luncheon*
Austin Woman’s Club, 708 San Antonio, at Noon.
Speaker: Stacy Zoern. Address Title: *I Like to Run
Too*. For information and reservations, contact
ewtg@ewtg.org or call 512.248.2044.

EXECUTIVE WOMEN IN TEXAS GOVERNMENT IS A NON-PARTISAN ORGANIZATION THAT PROMOTES LEADERSHIP
IN SERVICE TO TEXAS BY OFFERING PROFESSIONAL DEVELOPMENT OPPORTUNITIES.

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President's Corner A Time for Personal Renewal

Connie Williams, President

During this time of the year, observations of renewal are everywhere. We see flowers bud, bloom and fade ... and then bud anew. As we approach mid-year, we can look back and see that many of us have been in an environment of constant change and unrelenting tasks. In the last several months, many of our personal and professional responsibilities have increased significantly. We are managing multiple roles at home, in our careers and the commu-

nity. Leadership involves responsibility and requires the sacrifice of our personal needs and those of our organizations.

What is an option we can use to shift our focus, something meaningful for our personal renewal? I am thinking about having Support. When pressure rises in our lives, what do we usually look for and what do we embrace? It is the family member, friend or colleague who is there with words of encouragement yielding a much needed lift. I believe that having the support of others enlightens us to become more creative and stimulating. Support from others opens up wonderful opportunities for learning, growing and making a difference in the lives of others.

Having the support of others is a good personal renewal strategy. There are times when multiple situations will leave us disconnected. It is really inspiring and healthy to have relationships that build us up and that value and appreciate us.

When I think about all of the multiple roles and tasks in my life, it is my support systems that re-energize me to inspire and support others. Our Board is an awesome group of talented women and we have combined our various innovative ideas and goals to infuse and enhance the benefits for you, our members. EWTG offers members numerous opportunities for support by nurturing our interests and abilities and helping us reach new and exciting levels of success. It is wonderful to visit with members at the monthly luncheons and then return to work with a passionate energy to make a difference.

I've been a member of my Executive Success Team, WISE Women, for three years and I am so grateful to have an unparalleled opportunity to receive my team's energizing insights and support. EWTG has helped my organization benefit by having me bring ingenuity, energy and passion to my work environment. My colleagues also reap these benefits.

Stay tuned to future member networking events that will be announced on our website and newsletter. What a time for a phenomenal journey of personal renewal!

"Spend a day with powerful, successful women and you'll come away spinning with energy and ideas."

"A fusion of women on fire is a rush of pure energy."

—Vickie L. Milazzo

Program Committee: May 9th Mini-Course

Carol Lauder, Certified Professional Facilitator, “Effective Meeting Management”

Joelyn Weeks, Program Director

Do meetings really improve performance, increase workplace safety, or solve problems? Are people more committed when decisions are made in meetings? The real question is whether the results are equal to or more than the cost of the meeting.

According to *the Wall Street Journal* report on Wharton Centre for Applied Research, the average CEO in the United States spends 17 hours a week in meetings costing the company \$42,500 per year. Senior executives spend 23 hours a week in meetings with costs up to \$46,000 per year each. State agencies are no different. State salaries may be lower than corporate executives but cost of time spent in meetings is still substantial.

This says little about the time wasted, such as arriving late, people with key information cancelling at the last minute, getting off the topic and people leaving without a clear sense of their role after the meeting.

If the results of meetings are not equal to or more than the cost of the meeting, then look at the way meetings are led. Leading a meeting has three phases: preparation, leading, and follow-up.

Carol Lauder will present the May mini-course topic, *Effective Meeting Management*. Carol will discuss the three phases of meeting management with special focus on the first (preparation) and last phases (follow up).

Carol, a 28-year veteran of the Texas Comptroller's office, is a Certified Professional Facilitator with a BBA in Accounting from UT-Austin. Carol has served as a formal facilitator for over 200 meetings.

Carol is currently providing facilitation and coaching services to the Lottery Commission's Bingo Advisory Committee. She has also provided facilitation services to the State Auditor's Office, Texas Workforce Commission, Texas Railroad Commission and Texas Water Development Board. In the summer of 2002, Carol participated as a facilitator in the event “Listening to the City,” in New York City, concerning the designs for rebuilding Ground Zero.



Mark your calendars for this Mini Course session scheduled for Wednesday, May 9, 2007 at the Carver Branch Library, 1161 Angelina, (just off East 11th Street).

To help you make the most of your lunchtime, EWTG will again have Mangia pizza, loads of fresh green salad and cookies for \$6 per person or \$3 for salad only, or you can bring your own lunch. Bottled water will also be available for \$1. Pizza serving begins at 11:30 a.m., the program begins at noon and it ends by 1 p.m.

For information and reservations, contact EWTG by email at ewtg@ewtg.org or by telephone at 512.248.2044. Please state whether you want to purchase pizza and/or salad when you make your reservation. Also, because EWTG provides the pizza at cost based on reservations, please be mindful that EWTG may have to invoice those who order pizza but are unable to attend.

EWTG Community Service Committee Update

Gayle Greever McElwain

The EWTG Community Service committee is getting organized and looking forward to providing numerous volunteer opportunities for EWTG members in the coming months. The Community Service committee is chaired by Gaye Greever McElwain and includes members Paula Griffin, Sandra Serna, Beverly Bavousett, Denise Pittard, Barbara Wells, Kathy Smartt, Lorie Ledesma-Ramirez and Kelly Keel.

The committee is working on several ideas for EWTG volunteers. The committee has contacted GENaustin, an organization with a mission to foster healthy self-esteem in girls, about a possible volunteer partnership. The committee is also working on plans for EWTG to support the Empty Bowl Project to benefit the Capital Area Food Bank. The traditional Teddy bear drive at the Holiday luncheon will continue. These are just a few of the ideas the committee is working on at this time.

The Community Service committee will provide information about volunteer opportunities in the EWTG newsletter, at luncheon meetings and via email. If you have ideas and wish to serve on the committee, please contact Gaye at gaye@arts.state.tx.us or by phone at 512/936-6562. As Cervantes once said, “He who gives early gives twice.”

Railroad Commission Chairman Jones Speaks at April Luncheon

Joelyn Weeks, Program Director

Elizabeth Ames Jones, Chairman of the Texas Railroad Commission, shared her story and insights with the April luncheon attendees on Wednesday, April 25, 2007. Chairman Jones is a sixth generation Texan from San Antonio. She was first elected in to the Texas House of Representatives in 2000. In 2005, she was appointed to a vacancy on the Texas Railroad Commission (RRC). In her recent election, Jones was overwhelmingly elected to a full six-year term to the RRC. She is only the second woman ever elected to this statewide office and is the 44th Commissioner.

As Chairman Jones shared her story about becoming an elected official, she talked about the importance of mutual respect and giving credit where credit is due. She also described how multi-tasking skills are key to daily organization and accomplishments.

Her journey to the House of Representatives and to the Railroad Commission was filled with positive thinking, relationship building and mutual trust. As she embarked on her first campaign and learned about campaign costs, she sought advice from her mentor, her father. Her father's sound advice and her positive attitude yielded a successful campaign. When she reported to Austin she was impressed with the quality and commitment of public servants. She also began work on building relationships and respect for colleagues. She stated that working together with all of her colleagues was crucial in accomplishing the business goals expected by the legislature.

Chairman Jones also described some of the duties of the Railroad Commission and the importance of its responsibilities in Texas' future. RRC regulates the state's oil and gas industry, gas utilities, pipeline safety, safety in the liquefied petroleum gas industry, and the surface mining of coal and uranium.

She understands the issues faced by small companies and the benefits this country derives from responsible development of our vast energy resources. Now as a regulatory official, sound stewardship of all aspects of the energy industry, from drill bit to the burner tip, is her focus. Her oversight includes the bonding and reclamation of coal mines in Texas and the safety of 125,000 miles of pipeline across the state.

Commissioner Jones concluded her speech by thanking the audience for their loyalty and commitment to public service. She stated she believes that Texas government's future is bright because of the dedication and commitment of its employees.



April Luncheon Speaker, Elizabeth Ames Jones and EWTG Program Chair Joelyn Weeks



"April Door Prize" Carol Lauder, door prize winner of a free training session from the Texas Workforce Commission, President Connie Williams and Scholarship Committee Chair Ginny Booton

Meet the New EWTG Communications Director

EWTG is pleased to announce the appointment of Lisa Mayes as Communications Director. Lisa will assume the role previously held by Marci Spivey. Marci resigned her position in early April. We extend heartfelt thanks to her for her hard work in publishing the STAR and wish her well in her new endeavors.

Lisa is a principal with Loeffler Tuggey Pauerstein Rosenthal, LLP. She represents the law firm's clients on technology, education, natural resources, telecommunications and taxation, providing extensive experience in legislative analysis. She has worked in almost every category of state government – the legislative branch, executive branch, association employee, lobbyist and member of the media, which provides her a unique perspective in her work with this firm. After earning a journalism degree at Baylor University and a stint in television, she worked for Representatives Jim Rudd and Bill Hollowell, and Senators Bill Sims and John Montford. She worked as Legislative Aide, Chief of Staff, and Committee Clerk for both the Senate Natural Resources Committee and the Senate Finance Committee. She also worked as the head of governmental relations for two executive branch agencies, the Department of Economic Development and the Public Utility Commission.

We wish Lisa and her committee great success!

If you would like to receive the current adopted minutes from EWTG Board meetings, please contact EWTG's Executive Director, Jennifer Royster, at ewtg@ewtg.org or 512.248.2044.

Membership Survey Results

Shannon Franklin, Membership Director

EWTG surveyed members last month to gather information about participation at our monthly luncheons. Ninety members responded to the survey. All members who submitted their name were entered in a drawing for a \$30 gift certificate from Book People, Austin's very own unique bookstore, located at 603 N. Lamar. The winner of the drawing was Joann Kirkland from the Texas Department of Transportation!

The majority of respondents (58.9 percent) indicated they had attended a luncheon in the past six months. Just more than 48 percent of respondents cited personal workloads as the factor that most influenced their decision to attend an EWTG monthly luncheon. The luncheon topic and guest speaker scored a close second in importance with 47.2 and 39.3 percent citing them as the most influential factor, respectively (Exhibit 1). In keeping with the responses to this question, 44 percent of respondents somewhat agreed with the statement, "My workload/schedule makes it difficult for me to attend the monthly luncheon." Twenty-four percent strongly agreed with the statement.

Exhibit 1

Question 2: What factor most influences your decision to attend the EWTG monthly luncheon?

Factor	Response Percent	Response Total
Location	22.5	20
Guest Speaker	39.3	35
Topic	47.2	42
Personal workload	48.3	43
Cost of meal	13.5	12
Networking opportunities with other attendees	11.2	10
Other	20.2	18

Fifty-one percent of respondents agree somewhat and twenty-three percent of respondents strongly agree that the monthly luncheon speakers and topics interest them. Seventy-nine percent of members responding strongly agree or agree somewhat that they read the EWTG newsletter to learn about the speaker and the topic. Sixty-three percent agree or strongly agree that the current cost of \$20 for the luncheon is acceptable as compared to other professional organization luncheons.

Thanks to all who participated. Stay tuned for a more comprehensive survey that will address a variety of EWTG services and activities.

First Quarter Scholarship Awards

Rebecca Rae awarded \$500 Seminar Scholarship

Mary Castleberry, Affiliates Director

The EWTG Scholarship Committee is proud to announce the award of a \$500 Seminar Scholarship to Rebecca Rae, Supervisor, Police Communications Facility, Texas Department of Public Safety, Houston. With the help of the EWTG scholarship, Rebecca will attend APCO International's 73rd Annual Conference & Exposition in Baltimore, MD on August 5 - 9, 2007 at the Baltimore Convention Center. The Association of Public-Safety Communications Officials International (APCO) is a member-driven association of communications professionals that provides leadership; influences public safety communications decisions of government and industry; promotes professional development; and, fosters the development and use of technology for the benefit of the public.

Rebecca has been a member of EWTG since 1999. These funds will help to offset her travel costs. In return, Rebecca has served as a member of the Houston Affiliate Board and is the 2007 Communications/Newsletter Director. Additionally, Rebecca has traveled from Houston to attend the annual EWTG Professional Development Conference over the last three years and plans to attend again this year. Rebecca routinely arrives early for the conferences and helps with setup.

Rebecca has also worked on and contributed to the Houston Affiliate E-Roundtable (email share group), worked on and contributed to the start of the Houston Affiliate's Bookshelf of recommended books, participated in numerous email discussions with the Houston Affiliate Director and Membership Chair and discussed the future of the affiliate at length with various Houston members.

When asked about the greatest benefit to EWTG membership, Rebecca responded that networking has been the greatest benefit to her. She added that she loves meeting the people from the Houston area state agencies at local affiliate meetings and at the Professional Development Conference. She further noted that networking has allowed her to reach out to other members and either do her job better or obtain other contacts to assist her with her job.

Rebecca regularly participates in EWTG Community Service activities with the Houston Affiliate. In the last twelve months, she organized and participated in the Houston Affiliate holiday service project which benefited the Houston Area Women's Center and also delivered the items to the shelter.

Susan Johnson - Pursuing her Passion with the Help of EWTG \$1,000 Scholarship

Wanda M. Thompson, Ph.D., Public Relations Director

The EWTG Scholarship Committee is proud to announce the award of a \$1,000 Formal Education Scholarship to Susan Johnson, Associate Commissioner at the Texas Health and Human Services Commission.

As a youth, Susan often laughed at the idea of becoming a teacher. Her mother was a teacher and following in those footsteps was the farthest thing from her mind. Yet, on August 4, 2007, Susan will receive her doctorate degree in Urban Higher Education from Jackson State University in Jackson, MS. Walking across that stage not only will mark the attainment of a goal she set for herself several years back—to get a Ph.D. within ten years—but will also represent a milestone toward doing what Susan now admits is truly her passion, education and teaching. Susan enjoys teaching and sees it as a way of giving back. She credits the EWTG Scholarship program with assisting her in reaching her goals.

Over the past two years, EWTG has awarded Susan \$3,500 in scholarships to pursue her higher education goals. These funds have helped to offset the travel costs and out-of-state tuition. In return, Susan has served on several committees in EWTG, including chairing the Bylaws and Facilities committees. She also served as EWTG President in 1993. Additionally, Susan has presented very lively and informative sessions at the annual EWTG Professional Development Conference over the last three years and plans to submit a proposal to present again this year.

When asked why she applied for the scholarship from EWTG, Susan responded that the EWTG's Scholarship Program illustrates one of the greatest benefits of membership in EWTG. Very few organizations provide this type of financial support to its members, and it highlights the commitment EWTG has toward its mission of promoting professional development and leadership. Not only does it benefit the individual receiving the award, but the organization as a whole, because that individual is encouraged to share what they have learned through active involvement with the organization.

Conference Committee News

Planning Teams: Calling All Members!

Carol Jackson, Vice President

The EWTG 21st Annual Conference planning continues – and you are still welcome to join one of the conference committees. (Please see last month's "Conference Committee News" for detailed information.)

The Conference Program Committee needs your help with getting the word out on our Call For Presenters. We are currently seeking presenters for our conference sessions who have interesting and useful information to share with EWTG members – and are able to present this information in a dynamic, engaging style. Please alert those you know who may fit this description – and share with them the elated proposal information, below. And don't forget to include yourself: EWTG members are especially encouraged to propose conference session presentations!

– CALL FOR PRESENTERS –

*Have you heard a vibrant, motivating speaker lately?
If so, please inform the 21st Annual Conference Program Committee.*

*We are seeking dynamic speakers
who can present information that furthers our mission of leadership development.*

*Interested presenters with these credentials (or those recommending presenters)
may download the Call for Presenters form,
available at the "Forms and Documents" link on the EWTG website.*

The call for presenters at the November EWTG Conference remains open until May 31.

But don't wait!

Respond now to help us put together the most informative and exciting conference yet.

*For more information, please contact
Diana Maldonado (diana.maldonado@cpa.state.tx.us) or Anna Dunn (anna.dunn@tdi.state.tx.us).*



Silent Auction Committee News

The Silent Auction Committee for the 21st Annual Professional Development Conference held its kick-off meeting at Scholz's Bier Garden in March under the guidance of new Chair, Carol Lauder. The committee thanks Connie Hoffman, former chair, for her materials and advice, which allowed a seamless transition of duties. The committee assigned responsibilities and brainstormed ideas to build on past successes. Assignments include marketing strategies to attract new donors, enhancing use of technology and challenging Silent Auction Committee members to bring in new donors.

Proceeds from the silent auction benefit EWTG members because it builds the scholarship fund. We encourage all members to contact Carol if they have donations or new donor recommendations. Remember, "The more you give, the more you get"!

The Silent Auction Committee will keep you posted as it continues its work!

Dallas Affiliate News

Chris McDaniel

Once we realized the personal trainer scheduled to speak during our April meeting was not going to appear, we did what all great women leaders do when the unexpected occurs: improvise, adapt, and overcome. Okay, so we enjoyed a relaxing meal and great conversation, but we used the time wisely. Some of the things we discussed included professional development activities for the upcoming year, charitable organizations to sponsor for our community service campaigns, and approaches for growing our membership.

In lieu of a spring luncheon this year, we conduct our regularly scheduled evening meeting on May 10th at the Faculty Club. We look forward to inviting our outstanding EWTG leaders from Austin, particularly President Connie Williams. We also plan to have a fun social gathering at Lone Star Park to hear live music, browse the gift shop, and oh yes, observe the horse races. Details will be shared as they become available. If you are interested in learning more about what Lone Star Park has to offer, visit www.lonestarpark.com.

General meeting information: Dallas Affiliate meetings are held on the second Thursday of each month at the A.W. Harris Faculty Club, 5323 Harry Hines Blvd, Dallas (214-688-2653). The regular meetings begin with an informal social at 6:00 p.m., followed by dinner and a business meeting at 6:30 p.m. The program begins at 7:00 p.m. The cost is \$20 per person. If you would like to receive the Dallas Affiliate monthly e-mail program announcement, or to RSVP regarding your attendance, please call Chris McDaniel at 817-792-7259 or send an e-mail to bossynursemom@netscape.net.

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Kay Smith, Programs Chair

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Carolyn Kirkwood, Public Relations Chair

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Holly Faison, Treasurer

holly.faison@txdps.state.tx.us

Houston Affiliate News

Rebecca Rae

The Houston Affiliate continues to be successful in their commitment to increase membership and participation. Fourteen were in attendance at the April 12th business and planning. Plans are underway for our first service project and social event.

The first speaker meeting of the year will be held May 10th from noon until 1 p.m. at the Elias Ramirez Building, 5425 Polk Street; (the conference room location will be posted). William Duffy, National Executive Director of ARK (Addults Relating to Kids) Program will introduce the group to a breakthrough program on parenting and teaching skills. ARK teaches adults to relate to kids in caring, supportive ways that enable youngsters to feel valued and loved, elevating their self-esteem. This gift of unconditional love is the key to high self-esteem and provides children the inner strength to withstand the negative peer pressure that leads to anti-social and self-destructive behavior.

The May 10th meeting is a Brown Bag event and everyone is welcome to bring their lunch. The Affiliate will furnish iced tea.

The Houston EWTG Affiliate meets on the second Thursday of each month, from Noon to 1:00 pm, at the Elias Ramirez Building (5425 Polk St). The conference room location will vary, but information will be posted each month, directing participants to the proper room.

Did You Know? — Retirement Tips

Retirement issues will affect all EWTG members at some point, especially as more Baby Boomers become eligible for retirement. The Retiree Committee offers these tips to help you learn more about the basics as retirement approaches.

Questions to ask your retirement system:

- What is your eligibility date for full retirement?
- What will be the amount of your annuity under each option?
- What will be the net amount of your monthly annuity after deductions for insurance and taxes?

The Employees Retirement System (ERS) mails your first annuity check to your financial institution prior to direct deposit. Verify that the correct mailing address for your financial institution is on the direct deposit form. Check with your financial institution to be sure it arrives and is deposited to your account.

Issues to discuss with your financial advisor:

- Your last paycheck and first retirement check will arrive during the same month.
- What is the impact on your taxable income for the total amount of your payroll, annuity, and lump sum payment for accrued annual leave?

Please note that if you choose to take your annuity in a lump sum, you will be assessed a tax penalty.

Other important issues to address:

- You want to verify that your agency completes the leave verification form and reports that you are no longer on the payroll.
- Check your available health insurance options. (If you are moving out-of-state, you may see higher health insurance premiums because you will be “out of network”.)
- If you are age 65 or older, Medicare will become your primary insurer.
- If you are at least 62 years of age, verify your Social Security benefit options.
- Determine your options for distribution of your 401k OR 457(deferred compensation) program.
- Stay current on retirement law changes. In 2007, an option for tax breaks on inherited retirement plans changes. Heirs other than spouses will have options of rolling the money into an “inherited IRA”. Other changes may occur between now and the time you are ready to retire.
 - Under current law, there can be no benefit enhancements (like a 13th check or cost of living increase) unless it is projected that paying all retirement benefits that are due to current members would take less than 31 years

A number of online resources exist to help you plan for retirement including the following:

AARP Retirement Planning Calculator website:

http://www.aarp.org/money/financial_planning/sessionseven/retirement_planning_calculator.html

Retired States Employees Association: <http://www.rseaoftx.org>

Texas Public Employees Association: <http://www.tpea.org>

First Year Members

Melynda Caudle
 Anna Gomez
 Jody Hennecke
 Elizabeth Hogeda-Romo
 Carolyn Kirkwood
 Leandra Martinez
 Wendy Motloch
 Lula Schuler
 Dirinda Sharp
 Kathy Smartt
 Kay Smith
 Carole Woodard

Cooper Consulting Company
 Health and Human Services Commission
 Texas General Land Office
 Texas Department of Transportation
 Department of Aging & Disability Services
 Texas Department of Transportation
 Department of Information Resources
 Texas Department of Public Safety
 Texas Department of Transportation
 Texas General Land Office
 Department of Aging & Disability Services
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Renewing Members

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 Shelly Baumgartner
 Susan Bryant
 Torca Bunton
 Melody Chatelle
 Liza Chen
 Mary Ann Clement
 Mary Ann Courter
 Regina Currimbhoy
 Rebecca Davio
 Dawn Doyle
 Joanne Edge
 Holly Faison
 Josie Franco-Alvarado
 Yu Vonda Galloway
 Cindy Hale
 Darlene Hall
 Kerry Hardy
 Kara Harris
 Margie Hollingsworth, M.Ed.
 Kay Jones
 Gayle Latham
 Tonna Marcyes
 Diane Mazuca
 Dee McIlroy
 Barbara Mink
 Deborah Mitchell
 Deborah Peterson
 Chris Plonsky
 Aneta Ratliff
 Deborah Shaw-Boatner
 Tammy Stone
 Wanda Thompson, Ph.D.
 Louise Waddill
 Linda Wertz
 Carol Willis
 Nancy Wilson
 Linda Young

Texas Workforce Commission
 Retired, Texas Youth Commission
 Waddell & Reed
 Retired, Texas Department of Transportation
 Texas Higher Education Coordinating Board
 Chatelle and Associates
 Texas Legislative Council
 Ciber, Inc.
 Texas Department of Public Safety
 UT Southwestern Medical Center
 Texas Department of Transportation
 Texas Residential Construction Commission
 City of Austin
 Texas Department of Public Safety
 Retired, Texas Workers Comp. Comm.
 Texas Treasury Safekeeping Trust Co.
 Retired, Dept. of Aging & Disability Services
 Employees Retirement System of Texas
 Texas Department of Transportation
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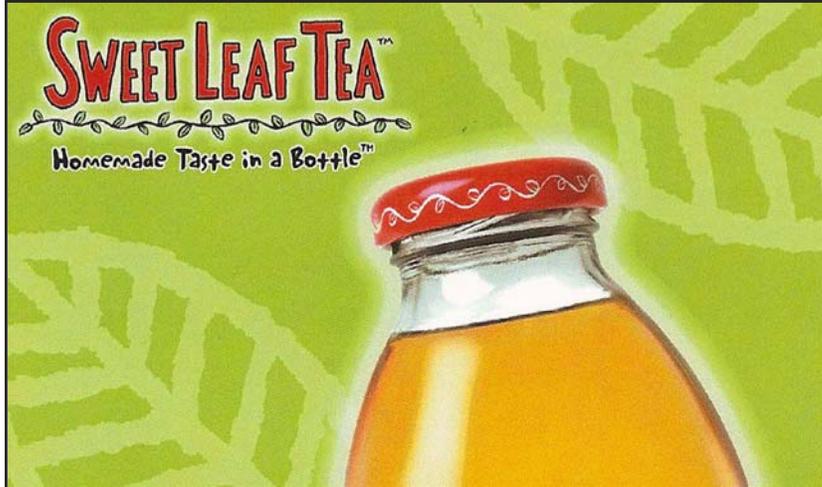
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